Personnel Considerations in the DOTMLPF Process

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Purpose

- Define Manpower and Personnel factors
- Capability Document considerations for Personnel
- The “**P**” in DOTMLPF Checklist

Manpower Factors

- Manpower factors are jobs/tasks, O&M rates, workload, and operational conditions used to determine military, civilian, and contractor manpower required to operate, maintain, support, and train others on Systems
- Manpower can be a major determinant of program cost and affordability
- System design options should seek to reduce workload
- New Systems or capability will require compensating reductions (trade-offs)

Personnel Factors

- Personnel factors are human aptitudes (i.e., cognitive, physical, and sensory capabilities), knowledge, skills, abilities, and experience levels that are needed to properly perform job tasks.
- Basis for military occupational specialties (MOS)
- Availability, recruitment, skill identifiers, promotion, and assignment. He/She should consider the impact on recruiting, retention, promotions, and career progression when establishing program costs

Capability Document Issues

- Manpower
  - Material Solutions that require new force structure must have compensation
  - Advocate should identify compensation for new capabilities
- MOS
  - May require changes to training requirements for MOS
  - New or additional MOS?
  - Any changes to P2T2 will impact the manning of our force
- Technology
  - Manpower savings (few new requirements identify savings)
  - Less maintenance/longer life-cycle/more accurate = less man hours/less operators?

Personnel Considerations

- Identify and Approve Offset (ASR changes)
- Determine P2T2 Impact
- Determine Unit Precedence Impact (ID Bill Payers)
- Determine Recruiting Impact

Personnel Considerations

- Determine Command Screening Issues
- Determine E8/E9 Screening Issues
- MOS Assignment and Conversion Policy
- Maintenance and support MOSs
- Determine Accessions Numbers
- Generate Grade Shaping Assessment (GAR)

Personnel Considerations

- Develop Staffing Plan to Achieve IOC & FOC requirements
- Determine SRB/Lat Move Impacts
- Determine ASVAB/GCT Needs Impact

Personnel Considerations

- Determine Legislative Constraint Impact
- Develop SORTs Assessment
- Determine NAVY Impact
- Determine Civilian Impact
- Determine retention/FTAP/STAP Impact
- Develop POA&M for all Personnel Actions required
- Provide monthly status reports for all actions

QUESTIONS?

COMPENSATION

STRUCTURE												
ADVOCATE	ACTIVE		CIV	AR		RESERVE		NAVY			
MRA	O	E		O	E	O	E	NO	NE	ON	EN
	0	0									

COST ($1000)											
		MPMC	RPMC	OMMC	OMMC/R	PMC	PANMC	MILCON	TOTAL	NOTES	
	FY06	$0	$0	$0	$0	$0	$0	$0	$0		
FOC	FY07	$0	$0	$0	$0	$0	$0	$0	$0		
	FY08	$0	$0	$0	$0	$0	$0	$0	$0		
	FY09	$0	$0	$0	$0	$0	$0	$0	$0		
	FY10	$0	$0	$0	$0	$0	$0	$0	$0		
	FY11	$0	$0	$0	$0	$0	$0	$0	$0		
	FY12	$0	$0	$0	$0	$0	$0	$0	$0		
		$0	$0	$0	$0	$0	$0	$0	$0		

DOD End-to-End Capabilities, Acquisition, and Test Process

DAB Capability Area Reviews (CARs)

- Strategic Planning Guidance
- Defense Planning Scenarios
- Family of Concepts
- Transform a-tion

Capabilities Based Assessment

- Capabilities
- Tasks
- Attributes
- Metrics
- Gaps
- Shortfalls
- Redundancies
- Risk areas
- Non-materiel solutions
- Materiel solutions
- S+T initiatives
- Experimentation

- Refined concept
- Analysis of Alternatives
- Technology Development Strategy
- SoS System Engineering

- Affordable military-useful increment
- Technology demonstrated
- Initial KPPs
- SEP

- Revise KPPs
- Detailed design
- System integration
- DT&E

- LRIP
- IOT&E

activity

Select a Joint Integrating Concept | Develop Concept | Functional Area Analysis | *Functional Needs Analysis | JCD | *Functional Solutions Analysis | ICD | Concept Decision | Analysis of Alternatives | MS "A" | Technology Development | CDD | MS "B" | System Development | CPD | MS "C" | Production

Capability Based Assessment

OSD/JCS

COCOM

FCB

OSD (AT&L)-led Capability Roadmaps

Evolutionary or Spiral Development

Services

oversight

SecDef | Joint Chiefs of Staff & Joint Requirements Oversight Council | Joint Staff / OSD (OSD) | OSD (AT&L, PA&E), Services and OSD (DOT&E) -- Joint Staff (JROC)

Policy | Capabilities Definition | Concept Refinement | Acquisition and Test

*"as is" Roadmaps